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Central Intelligence Agency



Washington, D.C. 20505

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3 March 1989

Mr. Michael J. O'Neil  
Chief Counsel  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, DC 20515

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Dear Mike,

As requested, enclosed is an advance copy of the Agency's interim report on progress made toward achieving the objectives set forth in the Agency's Affirmative Employment Plan for FY 1988-92. The Intelligence Community Staff will send you the official copy soon.

Sincerely,



Leo Hazlewood  
Comptroller

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Enclosure:  
As stated



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CENTRAL INTELLIGENCE AGENCY  
EQUAL EMPLOYMENT OPPORTUNITY REPORT  
FIRST QUARTER FY 1989

In the unclassified report accompanying the Intelligence Authorization Act for FY 1989, the House Permanent Select Committee on Intelligence (HPSCI) directed the Central Intelligence Agency to provide interim reports detailing the efforts made and the progress realized toward achieving the objectives of the Agency's Five-Year Affirmative Action Plan, which was submitted to the Committee in December 1988.

This report responds to the HPSCI request for the first interim report due 1 February 1989. The objectives, the actions necessary to achieve the objectives, and the progress made toward their achievement are provided in the accompanying attachments.

Because many of the deadlines for action occur late in fiscal year 1989, we can report only limited measurable progress toward the achievement of the objectives. Our second interim report, due on 1 February 1990, will describe in detail the actions taken throughout FY 1989.

The Agency's Five-Year Affirmative Employment Plan includes a number of Equal Employment Opportunity (EEO) initiatives throughout the Agency which we expect will have a significant future impact. Among these initiatives, we note particularly that we have:

- Launched a major multi-cultural training effort.
- Formed a task force to identify innovative minority recruitment approaches.
- Identified senior Agency managers to assist with the implementation of the Plan.
- Taken steps to ensure the professional development of Agency minority and female employees.

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